

Personality and Independence Development in Class II B Corrective Institution Banjarbaru

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ABSTRACT

This study aims to provide an overview of Personality and Independence Development in Class II B Banjarbaru Penitentiary. This study uses a descriptive method. The data collection techniques used are interviews with informants and key informants, observation and documentation. While the data analysis technique used is qualitative. The results of the study show that the development provided by Class II B Banjarbaru Penitentiary includes personality development and independence development. Personality development includes religious awareness education, state awareness education, legal awareness development, and physical development. While independence development includes carpentry training, electric welding, plantations, sewing, car washing, making salted eggs, making crackers, laundry, haircuts, making bricks, and polishing gemstones.

INTRODUCTION

Personality and Independence Development in correctional institutions, including the Class II B Banjarbaru Penitentiary, is implemented with the aim of ensuring that inmates have sufficient skills so that upon release they are able to compete in the job market and live independently, which will ultimately be beneficial for themselves, their families, communities, the nation, and the state. This Independence Development Program is implemented through the provision of job training/independent skills training for inmates.

Providing job training and work activities to inmates aims to help inmates develop and prepare themselves for reintegration into society by providing them with skills. This training also serves as therapy to foster self-confidence and prevent them from engaging in undesirable negative behaviors. Work activities for inmates are both mandatory and part of the personality and independence development process provided to inmates during their sentences. The work activities provided to inmates also serve as part of their activities to increase their knowledge, skills, and generate income.

THEORETICAL REVIEW

Coaching is "a learning process involving the abandonment of existing skills and the acquisition of new skills, with the goal of helping individuals refine and develop existing knowledge and skills, as well as acquire new ones, to achieve their current life and work goals more effectively."

Coaching is an effort, action, and activity carried out efficiently and effectively to achieve better results (KBBI, 2003: 152). Coaching is a program where participants gather to give, receive, and process information, knowledge, and skills, either by developing existing ones or adding new ones.

Coaching prisoners means treating someone with prison status to be built and developed into a better person. Based on this understanding of development, the target of development is the inmate's personality and morality. This development is encouraged to foster self-esteem in oneself and others, as well as a sense of responsibility to adapt to a peaceful and prosperous life in society, and subsequently, to develop the potential to become a person of noble character and high morals.

This development of personality and morality is not unlimited, but rather, over a period of time, it lays the foundation for inmates to refrain from re-offending and to obey the laws of society. The development of inmates still depends on their relationship with the outside community, which accepts them as members. The direction of development must be directed at developing inmates' personalities so they will not re-offend and comply with the law. It should also foster relationships between inmates and the outside community, enabling them to stand on their own two feet and become accepted members.

According to Deci and Ryan (2000), personality and independence development is a holistic process that requires planned intervention (education) and a supportive environment (social). A healthy personality (based on Humanistic & Psychodynamic Theory) provides a psychological foundation in the form of values, a positive self-concept, and emotional stability. Meanwhile, Independence (based on SDT & Bandura) is the behavioral manifestation of a

healthy personality, in which individuals use self-confidence (Self-Efficacy) and intrinsic motivation (Autonomy) to act and take responsibility in life. The focus of development is to create an environment that encourages autonomy and competence (SDT) while providing role models (Social Learning) to develop positive traits (Traits) and facilitate self-actualization (Humanistic Theory).

The following are the stages of development based on the articles of Government Regulation No. 31 of 1999 concerning the Development and Guidance of Personality and Correctional Independence.

1. Initial Development

This initial development includes: a period of observation, introduction, and environmental research for a maximum of one month, planning a personality and independence development program, implementing the personality and independence development program, and evaluating the implementation of the initial development program.

2. Advanced Development

This advanced development includes: planning a continuing development program, implementing the continuing development program, evaluating program implementation, continuing development, and planning and implementing an assimilation program.

3. Final Development

This final development includes: planning an integration program, implementing the integration program, and terminating the final development.

Unlike the prison system, the new system of prisoner development aims to increase prisoners' awareness of their existence as human beings. According to Harsono (1995), awareness is the goal of prisoner development, and its achievement is achieved through various stages: self-awareness, religious awareness, self-potential awareness, motivational skills, self-awareness, self-confidence, and responsibility.

Inmate behavioral development is the effective and efficient delivery of materials or activities received by inmates that can result in positive changes in their thinking, actions, and behavior.

Current correctional practices initially stemmed from the realization that the goals of punishment no longer align with the values and essences emerging in society. However, inmates are human beings with potential that can be developed in a positive direction, transforming them into more productive individuals, better than before serving their sentence.

Article 2 of Law Number 12 of 1995 concerning Corrections emphasizes that the correctional system is organized to shape inmates into whole human beings, recognizing their mistakes, improving themselves, and not repeating criminal acts. This allows them to be accepted back into society, actively participate in development, and live a normal life as good, responsible citizens.

The correctional system, Article 1 paragraph 2 of Law No. 12 of 1995 is: "A system regarding the direction and limitations as well as methods for developing the Personality and Independence of correctional inmates based on Pancasila which is implemented in an integrated manner between inmates, those being incarcerated, and the community to improve the quality of the Personality and

Independence of correctional inmates so that they are aware of mistakes, improve themselves, and improve themselves.

METHODOLOGY

The method used in this study is descriptive, a research method that aims to provide an overview of the implementation of a program/activity. This means that this study aims to provide a factual overview of the effectiveness of personality and independence development provided by the Banjarbaru Class II B Penitentiary.

The data obtained in this study are primary and secondary. The primary data in this study are the opinions of informants (all Section Heads of the Banjarbaru Class II B Penitentiary) and key informants (the Head of the Banjarbaru Class II B Penitentiary) regarding personality development and independence development provided by the Banjarbaru Class II B Penitentiary, obtained through interviews and observations. Secondary data is supporting data needed in preparing the research report, consisting of: the Profile of the Banjarbaru Class II B Penitentiary, laws and regulations governing correctional institutions, and the rights of inmates.

The data collection techniques used in this study were interviews, where data was collected through interviews with key informants to answer questions about the guidance provided by the Banjarbaru Class II B Penitentiary. Observation, where data was collected through direct field observations of the phenomena that constituted the research problem. Documentation, where data was collected from documents related to the research problem.

The collected data was processed and then entered into a frequency distribution table for further explanation and interpretation. The data analysis technique was qualitative.

RESULTS AND DISCUSSION

Correctional Institutions (Lapas) are places where prisoners and correctional students are trained in Indonesia. Previously, these facilities were known as prisons. Lapas is a Technical Implementation Unit under the Directorate General of Corrections, Ministry of Law and Human Rights. Correctional Institutions are activities that foster the Personality and Independence of Correctional Inmates (WBP) based on systems, institutions, and methods of development, which are the final component of the criminal justice system (Article 1 of Law No. 12 of 1995).

Law Number 12 of 1995 outlines the rights of inmates within correctional institutions, without exception. These rights include: practicing their religious beliefs and practices, receiving care, both physical and spiritual, receiving education and instruction, receiving adequate health care and food, submitting complaints, receiving reading material and following other media broadcasts that are not prohibited, receiving visits from family, legal counsel, or other specific individuals, receiving a reduction in sentence, receiving the opportunity to assimilate, receiving conditional release, receiving leave before release, and receiving other rights in accordance with applicable laws and regulations.

The provisions above, where the rights of convicts are expressly stated in the law, imply a legal certainty that every officer in the correctional institution is "obliged" to provide optimal service so that one of the goals of law enforcement, namely "humanizing humanity," can be achieved.

As the Technical Implementation Unit (UPT) for Corrections, the Banjarbaru Class II B Penitentiary reports directly to the South Kalimantan Regional Office of the Ministry of Law and Human Rights. Banjarbaru Penitentiary was established based on Decree of the Minister of Law and Human Rights of the Republic of Indonesia Number M.HH-06.OT.01.02 of 2014.

The Banjarbaru Class II B Penitentiary building was constructed around 2006, located on Jalan Mistar Cokrokusumo, Sungai Tiung Village, Cempaka District, Banjarbaru City. On April 16, 2015, the Banjarbaru Class II B Penitentiary began operations, and on September 7, 2015, it began operating with 18 inmates. The total building area is approximately 6 hectares and consists of one main building, one technical building, nine residential blocks, one prayer room, one workshop, five water towers, one clinic, one kitchen, and seven upper guard posts.

This prison, which covers an area of approximately 6 hectares, is located on Jalan Mistar Cokrokusumo, Cempaka District, Banjarbaru City, South Kalimantan. The purpose of this correctional facility is to address overcrowding in several prisons and detention centers in South Kalimantan Province.

The current staff at the Banjarbaru Class IIB Penitentiary is 32, consisting of 5 structural officials, 15 staff, and 12 guards and P2U (Private Unit).

The development implemented at this Class IIB Banjarbaru Penitentiary includes personality development (mental and spiritual) as well as independence. The goal of this development is for inmates to repent or realize their mistakes, prevent them from repeating their actions, and equip them with skills that can be more useful to their families and the surrounding community after serving their sentences.

1. Personality Development

Personality Development is the development of attitudes, character, and mentality provided by the Class II B Banjarbaru Penitentiary to foster personality and independence. Personality development, over a specific period of time, ensures that inmates will not re-offend and will adhere to the laws of the community. Inmate development is influenced by the outside community that accepts inmates as members. The development aims to develop inmates' personalities, preventing them from committing crimes and adhering to the law, fostering relationships between inmates and the outside community, enabling them to become independent and become members of the community.

Based on interviews with key informants and documents obtained by the researcher, the following description of personality development at the Class II B Banjarbaru Penitentiary is presented.

Religious Awareness Development

Based on Article 4 of Government Regulation No. 32 of 1999 concerning the Requirements and Procedures for Implementing the Rights of Personality and

Independence in Correctional Institutions, which states that every inmate and correctional student is required to participate in religious education and guidance programs in accordance with their religion and beliefs.

1. Self-Reliance Development

Self-Reliance Development is skills development or job training provided by the Banjarbaru Class IIB Penitentiary to promote personality and independence. Based on an interview with the Head of the Education and Training Section at the Banjarbaru Class IIB Penitentiary, it was learned that Self-Reliance Development is implemented with the aim of providing inmates with sufficient skills so that upon release they can compete in the job market and live independently, which will ultimately be beneficial for themselves, their families, communities, the nation, and the state. This Self-Reliance Development program is implemented in the form of guidance and training in work/independent skills for inmates.

Providing these job training and work activities to inmates aims to help inmates develop and prepare themselves for reintegration into society by providing them with skills. This training also serves as therapy to build self-confidence and prevent them from engaging in undesirable negative behaviors. Work activities for inmates are both mandatory and part of the self-reliance development process provided to inmates during their sentences. The work activities provided to inmates also serve as part of their activities to increase their knowledge, skills, and generate income. Based on this, the role of the Banjarbaru Class II B Penitentiary in fostering independence for inmates is to provide:

2. General Independence

General independence development at the Banjarbaru Class II B Penitentiary takes the form of sports activities. Through these sports activities, it is hoped that inmates will become healthier individuals and be able to hone their athletic talents. Thus, those who previously lacked expertise in any sport will at least be able to understand and participate in one after participating in the training. The sports activities conducted at the Banjarbaru Class II B Penitentiary are coordinated by the Head of the Community Guidance and Care Sub-Section. The types of sports provided for inmates at the Banjarbaru Class II B Penitentiary include gymnastics, ping pong, and volleyball. The exercises are held every Tuesday through Saturday in the Banjarbaru Class II B Penitentiary yard from 7:30 a.m. to 8:00 a.m. Central Indonesian Time (WITA), led by an inmate under the supervision of a guard. Ping pong is held on the field of the Banjarbaru Class II B Penitentiary every Monday from 3:00 PM to 4:45 PM WITA and Friday mornings from 8:15 AM to 11:00 AM WITA. Volleyball is held in the courtyard of the Banjarbaru Class II B Penitentiary every Wednesday and Friday from 3:00 PM to 4:45 PM WITA.

The Banjarbaru Class II B Penitentiary provides inmates with independent exercise opportunities not only to develop their skills but also to reconnect with the community through exercise. Sports are known to be a means of fostering positive social relationships. Another reason is that the sports offered to inmates by the Banjarbaru Class II B Penitentiary are well-known in the community, so inmates are expected to have no difficulty participating in them once released.

Special Independence Programs

Independence development at the Class II B Banjarbaru Penitentiary, special independence programs are tailored to the interests and talents of inmates. Most inmates come from the surrounding areas of the Class II B Banjarbaru Penitentiary. Independence development at the Class II B Banjarbaru Penitentiary is coordinated by the Head of the Work Activities Subsection. The Class II B Banjarbaru Penitentiary provides independence development tailored to inmates' interests. This is demonstrated by the fact that upon entering the Class II B Banjarbaru Penitentiary, inmates are given a form to complete regarding the independence programs they wish to pursue. The independence programs offered at the Class II B Banjarbaru Penitentiary include: According to the Head of the Education and Training Section of the Class II B Banjarbaru Penitentiary, various independence development activities offered by the Class II B Banjarbaru Penitentiary include: car washing, salted egg and cracker making, laundry, haircuts, matchstick crafts, carpentry, gardening, gardening, electric welding, brick making, and gemstone polishing.

An overview of the implementation of some of these independence-building activities is presented in the following description.

1) Carpentry

Independence-building in the form of independent carpentry is carried out under the coordination of the Job Guidance and Work Processing Sub-Division, with assistance from other officers. The selection of independent carpentry is tailored to the inmates' interests and is supported by adequate Natural Resources (SDA).

Inmates are taught how to use tools and how they operate. Once they have a thorough understanding of the tools, they are then directly deployed to use the tools, guided by skilled Personality and Independence (Customer) personnel and directed by officers at the Banjarbaru Class IIB Penitentiary. The carpentry work itself is tailored to orders from outside the Banjarbaru Class IIB Penitentiary, such as the manufacture of door and window frames, tables, and chairs. In addition to fulfilling orders, officers at the Banjarbaru Class IIB Penitentiary also sell the proceeds, and the proceeds are used to finance the carpentry and Personality and Independence development projects. They also receive bonuses or wages for their work.

2) Electric Welding

Independent training in electrical carpentry was chosen because of the inmates' interest. Because only a few inmates are interested and the cost is significant, Banjarbaru Class II B Penitentiary only operates on a small scale.

Independent training in electric welding was chosen for another reason: there is a high demand from the officers at Banjarbaru Class II B Penitentiary, both for work on staff orders such as making iron bars and doors, and for other purposes such as repairing damaged cells, gates, and other things.

The personality and independence of those who choose this independence already possess basic welding skills. While at Banjarbaru Class II B Penitentiary,

they were provided with new knowledge and modern tools. The infrastructure for this activity is also complete.

3) Plantation

Independent training in plantation is implemented because of the inmates' interests and talents. Furthermore, Banjarbaru Class II B Penitentiary has sufficient plantation land that can grow a variety of crops. The cool air in the Banjarbaru Class II B Penitentiary is also ideal for growing plantation crops. In the plantation independence training program, inmates learn how to cultivate plantations effectively, so that upon their release from the Banjarbaru Class II B Penitentiary, they have alternative livelihoods besides farming.

Plantation activities take place after morning assembly and briefing from the Sub-Section for Work Guidance and Product Processing at 8:00 a.m. Afterward, inmates participating in the plantation training proceed directly to the training facility. At the Banjarbaru Class II B Penitentiary, inmates are taught to cultivate corn, chilies, and vegetables. In addition to their own consumption, the produce from the plantations is sold to supplement the operational costs of the plantation training program. Currently, only one inmate is participating in this independence program, so the training program is no longer provided by the Banjarbaru Class II B Penitentiary officers. In the future, any inmates who participate in this program will be guided by the Personality and Independence team currently managing the plantation.

4) Sewing

This independence is currently limited to one Personality and Independence program, and even that is limited to sewing damaged clothing from the Personality and Independence program at the Banjarbaru Class II B Penitentiary. Equipment that has become unusable is the reason for the lack of development of this independence program. The only Personality and Independence program actively involved in this development is diligently pursuing this independence program because they worked in a garment factory before entering the Banjarbaru Class II B Penitentiary.

From the interviews conducted, it was revealed that the independence program provided by the Banjarbaru Class II B Penitentiary is not merely to fill in the inmates' time but also serves as capital for their future after release. The independence program at the Banjarbaru Class II B Penitentiary aims to develop inmates' interests and talents. This is demonstrated by the fact that inmates are not mixed with other programs. Therefore, when inmates choose independence, they are directed by officers to the program they have chosen, hoping that they can develop the independence they have gained upon their release from the Banjarbaru Class II B Penitentiary. In other words, the independence gained while in the Banjarbaru Class II B Penitentiary can be used as a livelihood to prevent further crime.

Based on the research findings regarding the stages of development and development activities conducted by the Banjarbaru Class II B Penitentiary, the independence development for inmates is consistent and consistent. The independence development is effective and aligned with the inmates' interests. The role of the Banjarbaru Class II B Penitentiary is evident in the facilities and

infrastructure needed to support the independence development activities at the Banjarbaru Class II B Penitentiary, thus providing the necessary independence skills for inmates upon their release from the Banjarbaru Class II B Penitentiary.

Overall, the study concluded that the development program at Class IIB Prison in Banjarbaru has succeeded in laying the foundation for a more adaptive personality and improving technical skills, but there is a need to strengthen post-release networks and improve the quality of psychosocial interventions so that the independence formed can be maintained sustainably after the inmates return to society.

CONCLUSIONS AND RECOMMENDATIONS

Referring to the research objectives and based on the findings and discussion in the previous chapter, it can be concluded that: The guidance provided by the Banjarbaru Class II B Penitentiary includes personality development and independence development. Personality development includes religious awareness education, civic awareness education, legal awareness development, and physical development. Independence development includes training in carpentry, electric welding, gardening, sewing, car washing, salted egg making, cracker making, laundry, hair cutting, brick making, and gemstone polishing.

The Ministry of Law and Human Rights can assign special instructors to provide independence development at the Banjarbaru Class II B Penitentiary. The Ministry of Law and Human Rights should increase adequate facilities and operational funds to support the success of the guidance at the Banjarbaru Class II B Penitentiary.

FURTHER STUDY

It is recommended to conduct further research using longitudinal methods to track the long-term impact of the coaching program on recidivism rates, financial independence, and social adaptation of former inmates (testing the effectiveness of Erikson's psychosocial development theory in the context of recovery). In-depth analysis of the role of family and social community support (supportive environmental factors) as moderating variables for the success of personality and skills coaching. And conduct research and development (R&D) to create a personality coaching module based on local wisdom or spirituality, specifically designed to increase the intrinsic motivation of inmates.

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